

Contract no. 166 5

LIBRARY
INSTITUTE OF MANAGEMENT
OCT 7 1992
RUTGERS UNIVERSITY

1992 - 1993 AGREEMENT BETWEEN THE BOROUGH OF GLASSBORO

AND

F.O.P. LODGE 108

FOR

MEMBERS OF THE GLASSBORO POLICE DEPARTMENT

TABLE OF CONTENTS

ARTICLE	DESCRIPTION	PAGE NO.
I	RECOGNITION & AGENCY SHOP	1
II	MANAGEMENT RIGHTS	1
III	GRIEVANCE PROCEDURES	2/3
IV	SALARY	4
V	COMPUTATION OF SALARY & BENEFITS	4
VI	STAND BY TIME	4
VII	OVERTIME	4
VIII	RECALL TO DUTY	4
IX	HOLIDAYS	5
X	CLOTHING	5
XI	MEDICAL BENEFITS	5/6
XII	MEDICAL EXAMINATION	6
XIII	SICK LEAVE	6
XIV	VACATIONS	6
XV	LONGEVITY	6
XVI	INCENTIVE PROGRAMS	7
XVII	DETECTIVE SCHEDULE & VEHICLES	8
XVIII	PERSONAL DAYS	8
XIX	ACTING SHIFT LEADER	8
XX	COURT TIME	8
XXI	STAND-BY-SUBPOENAS	8
XXII	SHIFT DIFFERENTIAL	9
XXIII	TERMINAL LEAVE	9
XXIV	ADDITIONAL EXPENSES	9
XXV	IN-SERVICE TRAINING	9 / 10
XXVI	PRACTICE AMMUNITION	10
XXVII	SAFETY EQUIPMENT	10
XXVIII	BEREAVEMENT BENEFITS	10
XXIX	DELEGATES AND CONVENTIONS	11
XXX	COLOR GUARD	11
XXXI	DESK RELIEF	11
XXXII	TIME OFF DEC 15 - 30	11
XXXIII	COMP TIME SELL BACK	11
XXXIV	PAY CHECKS	12
XXXV	FOP/MANAGEMENT COMMITTEES	12
XXXVI	RETENTION OF BENEFITS	12
XXXVII	LEGAL AID	12
XXXVIII	DISCRIMINATION OR COERCION	12
XXXIX	SAVINGS CLAUSE	13
XXXX	BOROUGH EMPLOYEE BENEFITS	13
XXXXI	NEGOTIATION PROCEDURES	13
XXXXII	DURATION	13/14
SCHEDULE	" A " & " B "	15
SCHEDULE	" C "	16

AGREEMENT

This AGREEMENT, made on this day of , 1992 between the BORO of GLASSBORO, herein after referred to as the " BOROUGH " or " EMPLOYER " and the F.O.P. LODGE 108, herein referred to as the " EMPLOYEE ", "GLASSBORO POLICE DEPARTMENT " OR F.O.P.

WITNESSETH

WHEREAS, the parties named have carried on collective bargaining for the purpose of developing a contract covering salaries, working conditions, benefits and other items and conditions concerning employment;
THEREFORE, in consideration of the premises and mutual agreements herein contained, the parties hereto agree with each other in respect to the EMPLOYEES of the EMPLOYER as being represented by the F.O.P. LODGE 108 , as follows:

ARTICLE I RECOGNITION AND AGENCY SHOP

The EMPLOYER recognizes the aforementioned F.O.P. LODGE 108 as the exclusive Bargaining Agent representing the members of the Glassboro Police Department as follows: Detectives, Detective First Class, Investigators and Patrol Officers, being full time regular police officers who have obtained a certificate from the New Jersey Police Training Commission, or are in the process of doing same, excluding the Chief of Police, Captains, Lieutenants, Sergeants, Dispatchers, Clerks and any other employee of the Boro of Glassboro.
It is further agreed that all Probationary Officers shall receive and enjoy all the benefits of this Agreement from the date of hire. The probationary period shall be from the date of graduation from the police academy to one year from that date.
The President of the F.O.P. LODGE 108 shall submit to the Borough Personnel Office a list of names of employees covered by this Agreement who are not currently dues paying members of the F.O.P. LODGE 108 and who were hired by the Borough of Glassboro after January 1, 1992. Those employees hired prior to January 1, 1992 shall be exempt for the life of this Agreement unless they are presently members of F.O.P. LODGE 108. The Borough (allowing for exceptions as stated) in compliance with New Jersey State Law and this Agreement, shall deduct from non-member employees of this Bargaining Unit a representation fee equal to (85%) of the amount set for FOP Bargaining Unit members. This amount shall be paid by payroll deductions directly to F.O.P. LODGE 108.

ARTICLE II MANAGEMENT RIGHTS

The F.O.P. recognizes that there are certain functions, responsibilities and management rights exclusively reserved for the EMPLOYER. All rights, including, disciplinary action with just cause, rules and regulations, power and authority in accordance with the law possessed by the EMPLOYER prior to signing this Agreement are retained exclusively by the EMPLOYER subject to such limitations as are specifically provided to in this Agreement.

ARTICLE III GRIEVANCE PROCEDURE

SECTION 1

The time limits specified in the grievance procedure shall be construed as maximum. However, these times may be extended only upon approval of both parties in writing.

SECTION 2

A grievance must be presented at Step 1 within five (5) working days from the date of the occurrence of the incident that gave rise to the grievance. If it is not presented within the aforementioned time period, it shall not be considered a grievance under this Agreement.

SECTION 3

To provide for the expeditious and mutually satisfactory settlement of a grievance arising in respect to the interpretation or application of this Agreement, the following procedures shall be adhered to. A designated representative referred to in this article shall be a member of the Bargaining Unit as defined in Article I.

SECTION 4

Any employee as defined in Article I may represent himself at all stages of the grievance proceedings, or at his option choose to be represented by a representative of the F.O.P. In either case, the F.O.P. shall be kept advised of proceedings as they occur at all steps. Even though the employee chooses to represent himself, the F.O.P. shall have the right to be present at all stages of the proceedings, but shall not participate unless requested to do so by the aggrieved party.

SECTION 5

All grievances shall be filed on the official F.O.P. grievance form supplied by the F.O.P.

STEP I

An officer with a grievance shall first discuss it with his immediate supervisor, either directly or through a representative designated in Section I of this Article for the purpose of settling the grievance in an amicable and informal manner. This must be done within five (5) days following the alleged violation. If a solution was not found and satisfaction not received, proceed to STEP II.

STEP II

If no decision or if satisfaction was not received within five (5) working days after presentation in STEP I, a written grievance may be filed with the Chief of Police or other designated person not later than ten (10) working days of the initial incident. A meeting on the grievance shall be held within five (5) working days of the formal filing of the grievance between the Chief of Police or designated person and the aggrieved party. A decision shall be rendered in writing by the Chief of Police or designated person within five (5) working days of the meeting.

STEP III

If the aggrieved is not satisfied with the findings or if there was no decision rendered in writing within the designated time period at STEP II, the aggrieved party may proceed to STEP III. A written notice by the F.O.P. at the request of the aggrieved shall be forwarded to the Director of Public Safety along with the prior decisions on the matter. A meeting shall be held between the aggrieved, the F.O.P. Representative and the director of public safety within ten (10) days of the formal request at the STEP III level. Neither party shall be represented by an attorney at this step of the procedure. Said meeting shall not be made public unless both parties involved request it. The Director of Public Safety shall render a written decision within five (5) working days of the hearing.

STEP IV

If the aggrieved is not satisfied with the findings or if there was no decision rendered in writing within the designated time period at STEP III, the aggrieved party may proceed to STEP IV. A written notice by the F.O.P. at the request of the aggrieved shall be forwarded to Mayor and Council along with the prior decisions on the matter. A meeting shall be held between the aggrieved, the F.O.P. Representative and Mayor and Council within ten (10) days of the formal request at the STEP IV level. Neither party shall be represented by an attorney at this step of the procedure. Said meeting shall not be made public unless both parties involved request it. The Mayor and Council shall render a written decision within ten (10) working days of the hearing.

STEP V

If the aggrieved party is not satisfied with the decision of Mayor and Council, or if there was no decision rendered within the designated time as specified in STEP IV, the F.O.P. on behalf of the aggrieved may file formally for an arbitration hearing within fifteen (15) days of the Mayor and Council decision or the date the decision was to be rendered.

- (A) The arbitrator shall be selected in accordance with the rules and regulations of the American Arbitration Association or the State Board of Mediation.
- (B) The arbitrator's decision shall be in writing and shall not be issued later than thirty (30) calendar days after the closing of the Arbitration Hearing. The decision shall set for the Arbitrator's findings of facts, reasons and conclusions on the issue or issues submitted.
- (C) The Arbitrator's decision shall be binding on all parties.
- (D) The costs for the services of the Arbitrator shall be equally borne by the EMPLOYER and the F.O.P. All other expenses arising out of the Arbitration shall be borne by the party incurring same.

ARTICLE IV
SALARY

The salary for all members listed in Article I shall be set forth in Schedules " A " and " B " respectively, which are attached hereto and made a part thereof.

ARTICLE V
COMPUTATION OF SALARY AND BENEFITS

Seniority, other rights and benefits, eg., vacation and longevity, for the purpose and intent of this article shall commence from the members date of hire.

ARTICLE VI
STAND-BY-TIME

(A) Stand-by-time for all officers, excluding detectives, shall be compensated for at a rate of one (1) hour straight time pay for each three (3) hours of stand-by-time or part thereof.

(B) Detectives shall be excluded from stand-by-time compensation unless specifically placed on stand-by notice other than the normal stand-by duty, at which time they shall be compensated at the same rate as officers in Paragraph A.

ARTICLE VII
OVERTIME

All time worked in excess of a regularly scheduled shift in one day shall be compensated at a rate of one and one half (1.5) times the regular base salary. Compensation for overtime shall be either pay or compensatory time at the officer's discretion. All time worked in excess of the regularly scheduled work week shall be compensated at a rate of one and one half (1.5) the time worked and is to be compensated in pay or compensatory time at the officer's discretion.

- (A). The rate for straight time pay shall be computed by adding the base pay, longevity and shift differential together and dividing by 2080.
- (B). The hourly rate for overtime shall be computed by multiplying the straight time rate by 1.5.
- (C). SCHEDULING OF OVERTIME:

The borough agrees that all overtime that can be distributed among the members of the police department shall be done so equally and fairly among those members when feasible to do so.

ARTICLE VIII
RECALL TO DUTY

When an officer is recalled to duty, he/she shall be compensated at a rate of one and one half (1.5) pay or compensatory time at the officer's discretion for a minimum of four (4) hours. The rate of pay to be computed per Article VII, Paragraph A.

ARTICLE IX HOLIDAYS

Each member as defined in Article I of this Agreement shall be paid an annual single pay in the last paycheck in November for fourteen (14) holidays as listed in schedule "C" whether or not the member actually worked that day. Such payment shall equal the sum of fourteen (14) times his/her daily rate, which is computed at the Base Rate of pay divided by 1752 and times eight (8)

- (A). Members mentioned in Article I that work the holiday shall be compensated an additional eight (8) hours of compensatory time.
- (B). Members working any shift on Christmas Eve (Dec 24) shall be compensated an additional four (4) hours compensatory time>
- (C). All additional days off, or part thereof afforded other borough employees shall be granted to members in Article I. Compensation shall be in compensatory time, one hour for one hour. For the purpose of this paragraph, holidays shall be listed in schedule "C" respectively, which is attached hereto and made part thereof.

ARTICLE X CLOTHING

Clothing destroyed or damaged in the line of duty shall be replaced or repaired at the Employer's expense. The replacement of personal effects such as watches, glasses, etc. shall be covered up to \$200.00 per loss. A report of such damage or lost must be submitted at the time of the occurrence and signed by the shift commander.

Each Employee shall receive an allowance for replacement of clothing, uniforms, leather, handcuffs and other issued equipment. This allowance shall be as follows and be paid to the Employee not later that May 1 of each year.

1992 \$625.00

1993 ... \$675.00

Each Employee shall be afforded two (2) pairs of shoes per year which if needed, shall be repaired at the Employer's expense.

ARTICLE XI MEDICAL BENEFITS

- (A). Medical and health plans, eg. Blue Cross, HMO, Health Ways, Major Medical, Prescription Plan, etc. shall be paid fully by the EMPLOYER. There shall be no decrease in benefits of the above plans and the members mentioned in Article I shall receive any improvements or upgrading of benefits which are given to any other Borough employee at no cost to the EMPLOYEE. If there should be an anticipated change of the medical plan carrier, the F.O.P. shall be given advance notice of said change.
- (B). Upon retirement, the EMPLOYEE shall enjoy the same medical benefits set forth as though he/she were still actively employed. There shall be no decrease in medical benefits and shall be upgraded equally as though still employed. These benefits shall continue until death of the retiree.

- (C). Any officer who shall suffer from any communicable disease, eg. Hepatitis A, Hepatitis B, Aids, etc. shall be treated with the assumption that the disease was contracted in and during the performance of duty. Incident reports may be requested to validate the claim.

ARTICLE XII **MEDICAL EXAMINATION**

Each member shall be afforded a complete Medical and Optical examination once each calendar year. All expenses for the examinations shall be borne by the Employer. Effective 1992 all Medical and Optical examinations shall be scheduled and completed by May 1 of each year.

In addition to the basic Medical examination, all members who are 40 years of age or older may elect to have a stress test. Said expense shall be borne by the Employer.

ARTICLE XIII **SICK LEAVE**

Sick leave shall be in accordance with the Personnel Policy of the Borough of Glassboro. If the benefits within said policy should decrease, the F.O.P. shall be notified prior to change.

When an officer is injured on duty and is relieved of duty by doctors's orders the officer shall not be listed as sick, but shall be listed as injured on duty (IOD). This loss of time shall not be cause to deprive the officer of any benefits.

ARTICLE XIV **VACATIONS**

Completion of 1 year to 5 years	10 days
Completion of 5 years to 10 years	15 days
Completion of 10 years to 15 years	20 days
Completion of 15 years to 20 years	25 days
Completion of 20 years to 25 years	30 days
Completion of 25 years to retirement	35 days

Vacations shall be based on the completion years within the calendar year. All vacations are to be taken during the calendar year when possible.

ARTICLE XV **LONGEVITY**

Longevity shall be in accordance with the following chart. Said pay shall be paid to the Employee on the first pay day in December. Longevity pay shall be based on the anniversary date of the Employee. Pay shall be computed on percentage of the base salary.

Completion of 3 years	1.5%
Completion of 5 years	2.5%
Completion of 10 years	4.5%
Completion of 15 years	5.5%
Completion of 20 years	6.5%
Completion of 25 years	7.5%

ARTICLE XVI
INCENTIVE PROGRAMS

- (A). K-9 handlers who maintain proper care and training of their canine shall receive \$400.00 in 1992 and \$500.00 in 1993.
- (B). Firearms instructors shall receive \$300.00 in 1992 and \$400.00 in 1993 for the purpose of maintaining a current training program.
- (C). Officers certified as EMTs shall receive \$100.00 per year.
- (D). All members mentioned in Article I, who successfully complete a physical agility test shall be compensated in pay. Said pay shall be on a scale of \$150.00 to a maximum of \$300.00. Members are not obligated to opt for the physical incentive nor do the results of the physical agility test have any consequences on the members employment with the Glassboro Police Department. The standards for the physical agility test shall be established by a designated member of the Glassboro Police Department.
- (E). College degrees shall be compensated at the rates listed below for the life of this Agreement. Compensation to be made in the first pay of June.

ASSOCIATES DEGREE	\$350.00
BACHELORS DEGREE	\$600.00
MASTERS DEGREE	\$850.00

Incentive pays in Paragraphs A,B,C,D shall be paid in the first pay of December.

- (F). Detectives meeting the criteria set forth during the life of this AGREEMENT shall be upgraded to Detective First Class upon completion of thirteen (13) years with the Glassboro Police Department. Three (3) years must be served within the Detective Bureau. Six (6) months as an investigator and two and a half (2 1/2) years as a detective.
- (G). In the event that the number of police officers within the Glassboro Police Department is increased by two members, the Detective Bureau shall be expanded by two members. At such time, the rank of Detective Sergeant shall be reinstated, and promotion to that rank will be made in accordance with the promotion policy in effect. This clause will remain in effect until Dec.31 ,1994
- (H). A patrol person shall not be eligible for detective rank until first serving six (6) months as an investigator after assignment transfer from the patrol division. There shall be no increase in pay until the investigators obligation has been satisfied.

ARTICLE XVII
DETECTIVE SCHEDULE & VEHICLES

Detective hours shall be from 8:00 AM to 4:00PM and 4:00 PM to 12:00 AM. This schedule shall alternate every other week. The 8:00 AM to 4:00 PM shift will be worked from Monday thru Friday. The 4:00 PM to 12:00 AM shift will be worked from Tuesday thru Friday. This schedule shall remain in effect for the life of this Agreement.

Use of vehicles individually assigned to detectives shall be continued as per previous contracts. If available, vehicles shall be assigned to each detective to be housed at their residence.

ARTICLE XVIII
PERSONAL DAYS

Each member of the Police Department mentioned in Article I shall be given five (5) personal days for the calendar year to be taken at their discretion at any time during the course of the calendar year.

ARTICLE XIX
ACTING SHIFT LEADER

In the absence of the Sergeant of a shift for any reason, the senior officer of the shift shall run said shift. He/she shall be compensated at the same rate of pay as the shift Sergeant for every day as acting shift leader commencing the first day of the Sergeants absence.

ARTICLE XX
COURT TIME

- (A). All members mentioned in Article I attending any court hearing or conference stemming from a criminal or quasi-criminal matter including Municipal Court, shall be compensated at a rate of one and one half (1.5) pay or compensatory time at the officers discretion for a minimum of four (4) hours for each attendance when the officer is not scheduled for duty. The rate of pay to be computed per Article VII, Paragraph A.

ARTICLE XXI
STAND-BY SUBPOENAS

- (A). Officers receiving Stand-by subpoenas from County, State or Federal Court shall receive an amount of ten (10) dollars per day for each day on stand-by when court is in session. Stand-by time shall be considered only when the officer is not scheduled for duty during that 24 hour period. If the officer reports to court, stand-by pay shall cease and the officer shall be compensated per Paragraph A of Article XX.

ARTICLE XXII
SHIFT DIFFERENTIAL

Shift differential shall be paid in the last pay of the month at a rate of \$90.00 per month for 1992 and \$95.00 per month for 1993 unless a change is so designated in the Pay Schedule.

Shift differential pay shall be afforded members as stated in Article I. This pay shall be included when the member is injured on duty, vacation leave, off on compensatory time, when F.O.P. or P.B.A. Delegates are attending meetings or conventions of that organization. This benefit shall continue when sick or injured off duty for the first four (4) weeks.

ARTICLE XXIII
TERMINAL LEAVE

Terminal leave shall be afforded to all members of this Agreement upon retirement from the Glassboro Police Department. Terminal leave shall commence at anytime during the calendar year at the discretion of the Employee.

Terminal leave shall be computed at the rate of one (1) working day for each completed calendar year of employment with the Glassboro Police Department.

Terminal leave shall be taken prior to a members official retirement date along with any accumulated personal days, vacation days and compensatory time.

ARTICLE XXIV
ADDITIONAL EXPENSES

The Employer agrees to pay reasonable costs of meals and lodging when incurred while on Official Business outside of the Borough.

A meal allowance in the amount of \$7.00 plus tip per meal will be granted while attending school.

The Employer agrees to pay \$0.24 per mile when the officer's personal vehicle is used for official police business.

ARTICLE XXV
IN-SERVICE-TRAINING

Sixteen (16) hours shall be allotted for each officer per year for in-service training. This training time shall be in excess of that already allotted for in-service training and firearms qualifications.

The above mentioned sixteen (16) hours shall be divided into four (4) sessions, consisting of two (2) hours each to be designated for firearms and firearms related training. The remaining eight (8) hours shall be divided as needed for other in-service training.

In-service training shall not be construed to mean any Academy schools, seminars or refresher schools.

ARTICLE XXVI **PRACTICE AMMUNITION**

All members of this Agreement shall be given 200 rounds of ammunition per year for their duty weapon. Said ammunition shall be distributed to the members prior to firearms qualifications for the purpose of practice..

ARTICLE XXVII **SAFETY EQUIPMENT**

To preserve the health and safety of all members of the Glassboro Police Department and to assist said Employees to better protect the public and themselves, the following safety equipment shall be supplied or issued under the stipulations set forth.

- (A) Each officer shall be issued a bullet proof vest and riot helmet upon hiring as initial issue. Said vest shall be replaced every five (5) years from the date of issue at the expense of the Employer and shall be of at least the same quality of the initial vest.
- (B) A riot shotgun shall be installed in each police vehicle in accordance with standards set forth in Rules & Regulations.
- (C) A re-chargeable flashlight with charger shall be mounted in each police vehicle or a designated area within the Glassboro Police Department.
- (D) Plastic Spit Shields shall be mounted in each patrol vehicle.
- (E) First Aid, Oxygen and Fire Extinguishers shall be installed in each police vehicle as is feasible and available during the life of this Agreement.

ARTICLE XXVIII **LEAVE OF ABSENCE FOR BEREAVEMENT**

Members as mentioned in Article I shall be allowed the following time off in the case of death of the following: mother, father, grandmother, grandfather, wife, son, daughter, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law from the day of death thru the day of burial, inclusive.

For grandchild, aunt, uncle, nephew, niece, brother-in-law, sister-in-law, cousin of the first degree, officer shall be granted the day of the viewing and the day of the funeral.

Exception to this rule may be made when the deceased is buried in another city and the member is unable to return to duty in the amount of time granted.

ARTICLE XXIX
DELEGATES AND CONVENTIONS

- (A) Delegates to the State P.B.A. or F.O.P. shall be afforded time off without loss of time or pay to attend the scheduled meetings or special meetings of the State Organization.
- (B) P.B.A. or F.O.P. Convention Delegates shall be afforded time to attend conventions of the State Organization without loss of time or pay. Time shall be allowed for travel to and from said location of the convention. Benefits for Convention Delegates shall be in accordance with court decision.

ARTICLE XXX
P.B.A. AND F.O.P. COLOR GUARD

Members of the P.B.A. and F.O.P. Color Guard shall be excused from duty without loss of pay or time for the purpose of attending the funeral of an expired police officer, providing manpower requirements permit it.

ARTICLE XXXI
DESK RELIEF

Dispatchers shall not be relieved by a patrol officer when leaving the building for break or lunch.

ARTICLE XXXII
TIME OFF DEC 15 - 30

Officers shall not be restricted from having time off between the dates of Dec 15 - 30. Officers may take, vacation days or compensatory days off during this period. The members of this Agreement shall follow the following stipulations.

- (A) A minimum of four officers must remain on duty for the shift.
- (B) The shift commander shall have the authority to call an officer back to duty in the event manpower should fall below four officers. No overtime for manpower shortage shall be generated during this time frame.
- (C) The only exception to the rule would be in the case of injury or sudden sickness to personnel.

ARTICLE XXXIII
COMP TIME SELL BACK

Members of this AGREEMENT shall be allowed to sell back to the EMPLOYER accumulated compensatory time at a straight time rate. The amount of hours shall be based upon budgetary consideration. Members shall be notified by September 1 as to the number of hours they may sell back. Payment shall be in the first pay of December. In the event sell back of compensatory hours is enjoyed by other Boro Employees, so shall it be enjoyed by the members of this AGREEMENT.

ARTICLE XXXIV
PAY CHECKS

All items on the pay check shall be listed separately, such as overtime, dues, pension, etc. All additional pay, excluding overtime, shall be paid on a separate check.

ARTICLE XXXV
FOP/MANAGEMENT COMMITTEES

Within the first six (6) months after the signing of this Agreement the F.O.P. and MANAGEMENT shall select a committee consisting of not more than four (4) persons representing each party for the purpose of instrumenting a promotional procedure which will constitute fairness and equality for all members being part of this Agreement. Final acceptance of the procedure, after agreed to by both parties shall be protected by ordinance which may only be amended bilaterally by the parties in this Agreement.

In the event of a stalemate in a deciding factor, both parties shall rely on the decision rendered by the New Jersey Chief's of Police Association.

ARTICLE XXXVI
RETENTION OF BENEFITS

Except as otherwise provided herein, all rights, privileges and benefits which the members, as mentioned in Article I of this Agreement have heretofore enjoyed in the past and are presently enjoying, shall be maintained and continued by the Employer at not less than the highest standards in effect during the life of this Agreement.

The provisions of all municipal ordinances and resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement, and shall be incorporated in this Agreement as if set forth herein at length.

ARTICLE XXXVII
LEGAL AID

The Employer shall provide legal aid to all personnel covered by this Agreement pursuant to the applicable statutes of the State of New Jersey. An attorney of the Employee's choice may be used at the expense of the Borough ONLY after first receiving approval from the Borough Solicitor.

ARTICLE XXXVIII
DISCRIMINATION OR COERCION

There shall be no discrimination interference or coercion by the Employer or any of its agents against the Employees represented by the F.O.P. because of membership or activity in the F.O.P. Nor shall the F.O.P. or any of its agents attempt to intimidate or coerce any employee into membership. Neither the Employer or the F.O.P. shall discriminate against any employee because of race, creed, nationality, age, sex or affiliation.

ARTICLE XXXIX
SAVINGS CLAUSE

In the event any Federal or State legislation, Governmental Regulation or Court Decision causes any Article of this Agreement or part thereof to become invalid, illegal or unlawful, all other Articles and sections not affected shall remain in full force and effect, and the parties shall re-negotiate any Articles affected.

ARTICLE XXXX
BOROUGH EMPLOYEE BENEFITS

All members mentioned in this Agreement shall be entitled to any and all additional and upgraded benefits afforded to all other Borough of Glassboro Employees. Included but not limited to are medical benefits, vacation time, longevity, personal days etc.

ARTICLE XXXXI
NEGOTIATIONS PROCEDURES

- (A) The parties agree to enter into collective negotiations over a successor Agreement in accordance with the New Jersey Employee Relations Act, in good faith, to reach an agreement on all matters concerning the terms and conditions of the Employees mentioned in Article I. Such negotiations shall begin not later than September 15 of the calendar year in which the Agreement expires. Any Agreement so negotiated shall apply to all Employees mentioned in Article I, will be reduced in writing, ratified by both parties and signed by the authorized representatives of the Borough of Glassboro and the F.O.P.
- (B) Both parties agree that there will be no changes in the terms and conditions of employment during the lifetime of this Agreement, except through negotiations between both parties.
- (C) Whenever a representative of the F.O.P. or any employee is mutually scheduled by the parties to participate during the Employee's scheduled working hours in negotiations, grievances, conferences or meetings, he shall suffer no loss of time, pay, or any other fringe benefits and shall be relieved from duty subject to the manpower needs of the department.

ARTICLE XXXXII
DURATION

- A. This AGREEMENT shall become effective January 1, 1992 and shall terminate on December 31, 1993. If either party desires to change this agreement, it shall notify the other party in writing at least one hundred and twenty (120) days prior to the expiration of this AGREEMENT of proposed changes. If notice is not given as herein stated, this AGREEMENT shall automatically be renewed for another year.

- B. The terms set forth in this AGREEMENT shall remain in effect after December 31, 1993 and during such time that the AGREEMENT for is being negotiated.

IN WITNESS WHEREOF, the parties have hereunto affixed their signature.

ATTEST:

Mary Ann Rosenfelter
Borough Clerk

BOROUGH OF GLASSBORO

BY Donna D. Bunge
Mayor

ATTEST:

F.O.P. REPRESENTATIVES

BY: _____

BY: _____

RATIFIED BY: F.O.P. _____

RATIFIED BY: BOROUGH OF GLASSBORO Mary Ann Rosenfelter

RESOLUTION SIGNED May 12, 1992

SCHEDULE "A"

1992

	4% <u>1/1 TO 6/30</u>	4% <u>7/1 TO 12/31</u>
HIRE	24,114.60	25,079.18
AFTER SCHOOL	24,784.46	25,775.84
AFTER 1 YEAR	28,599.92	29,743.92
AFTER 2 YEARS	30,858.38	32,092.72
AFTER 3 YEARS	33,342.11	34,676.79
AFTER 4 YEARS	35,859.92	37,294.32
DETECTIVE	38,623.16	40,168.09
DETECTIVE FIRST CLASS	39,584.69	41,168.08

SCHEDULE "B"

1993

	6%
HIRE	26,583.93
AFTER SCHOOL	27,322.39
AFTER 1 YEAR	31,528.56
AFTER 2 YEARS	34,018.28
AFTER 3 YEARS	36,756.34
AFTER 4 YEARS	39,531.98
DETECTIVE	42,578.18
DETECTIVE FIRST CLASS	43,638.16

SCHEDULE "C"

HOLIDAYS

	<u>1992</u>	<u>1993</u>
(1) NEW YEARS DAY	JAN 1	JAN 1
(2) MARTIN LUTHER KING	JAN 20	JAN 18
(3) LINCOLN	FEB 12	FEB 12
(4) WASHINGTON	FEB 17	FEB 15
(5) GOOD FRIDAY	APR 17	APR 9
(6) MEMORIAL DAY	MAY 25	MAY 31
(7) INDEPENDENCE DAY	JULY 4	JULY 4
(8) LABOR DAY	SEP 7	SEPT 6
(9) COLUMBUS DAY	OCT 12	OCT 11
(10) ELECTION DAY	NOV 3	NOV 2
(11) VETERANS DAY	NOV 11	NOV 11
(12) THANKSGIVING DAY	NOV 26	NOV 25
(13) DAY AFTER	NOV 27	NOV 26
(14) CHRISTMAS DAY	DEC 25	DEC 25